



Title: Director of Research & Development

About Mazen Animal Health

Positive disruption is our mission. Mazen Animal Health is a new company focused on developing, delivering and commercializing novel biological vaccines and therapeutics that disrupt the status quo and address complex or unsolved challenges in animal health and protein production. Our first innovative solution is a reinvention of vaccines with a novel maize-based technology platform that will shift the paradigm in disease prevention.

Location

The location of this position will be determined by the Company, with input from the candidate, based on the availability of talent, laboratory and greenhouse space, as well as regulatory considerations. It will be located within the United States with preference towards existing AgBiotech hubs. Candidates must be authorized to work within the U.S.

Summary and Responsibilities

Mazen is seeking a highly innovative, highly effective leader with experience in protein expression in plant systems, to build and continuously develop a high performing R&D organization. The R&D director will be responsible for leading all aspects of the R&D organization, from concept to regulation, required to develop these groundbreaking vaccines. This entrepreneurial leader will ensure Mazen R&D maintains a competitive position with a view toward profitability. Ultimately, the individual selected will have the opportunity to establish and lead a world class research team that will affect animal health on a global basis.

Key responsibilities:

- As a member of the Executive Team, provide strategic leadership, aligning overall company and R&D objectives;
 - Establish and lead the R&D group
 - Collaborate with all functions of the organization to ensure overall success for the Company.
 - Ensure Mazen leadership and key stakeholders are regularly updated on progress and/or potential roadblocks.
 - Develop and manage successful collaborations with industry and academic institutions.
 - Represent Mazen R&D externally, including Board meetings, investor meetings, conferences and industry-related activities.
 - Assist in generating working capital for R&D by writing grants, obtaining contracts, and assisting with fundraising activities.

- Provide technical leadership for the science and technology development driving our biologicals & vaccine research and development efforts;

- Maintain state-of-the art knowledge in animal vaccines and recombinant protein expression in plants.
- Ensure adherence to professional standards and ethics of prospect research.
- Develop and manage the company's product portfolio activities to advance products through to commercialization in coordination with R&D staff, regulatory, marketing, outside contractors and management.
- Oversee Mazen's patent portfolio, in coordination with patent counsel.
- Evaluate research tools and emerging technology and coordinate vendor relations.
- Comply and support all regulatory and policy guidelines including APHIS/BRS, CVB, FDA, IBC, OSHA, pesticide applications, GLP and ISO requirements.
- Build and continuously develop a high-performing R&D organization;
 - Develop and oversee budgets, policies, and procedures for the R&D organization.
 - Create a diverse, high-performance, development-focused culture that attracts and retains top talent.
 - Invigorate the entrepreneurial spirit of the team, stimulate creativity, and accelerate innovation.
 - Lead with integrity, transparency, and authenticity.

BASIC QUALIFICATIONS:

- Ph.D. or similar qualifications in a plant or life science discipline.
- Minimum of 10 years in technical and strategic research and development leadership.
- A deep understanding of the needed competencies for building and driving a plant-based vaccine and biologicals development effort with the ability to drive scientific insights and directions. Key competencies to include but not limited to: molecular biology, bioinformatics, protein biochemistry, protein engineering/expression, lab and Green House bioassays (GH) and High-Throughput (HTP) screening.
- Scientific recognition: Peer review publications, patents, product introductions, invited speaker at conferences, etc.
- Strong analytical skills: Expertise in the modeling and analysis of data.
- Ability to effectively communicate complex scientific information in a concise manner, both written and oral.
- Strong proven leadership and cross-functional collaboration.
- Demonstrated record of initiative, problem solving, and adaptability
- A high degree of personal motivation and the desire to make an immediate contribution to the growth and profitability of the organization, a distinct sense of urgency.

Preference will be given to candidates that also possess working knowledge of:

- Molecular genetics for the design of expression vectors and analytical tools
- Biochemical and immunochemical analysis
- Protein purification
- Cell biology and transformation technology for bacteria and plants
- Whole plant genetics
- Vaccine development and immunology
- Product portfolio management
- Funding through grants, constructs or in industry
- GLP laboratory practices and working in USDA regulated environments
- Design and implementation of animal testing

Opportunities

- Fully utilize your expertise to build a successful organization, starting with the development of R&D strategy and building out your function.
- Innovate at the forefront of scientific disruption to solve some of the world's most challenging animal health issues.
- Collaborate across all levels and functions within the organization while personally developing and growing your career.
- Work with an organization that values its employees and maintains an emphasis on culture, development, and diversity.

What we offer / Benefits

Mazen Animal Health, Inc. offers competitive compensation and medical, vision and dental benefits.

Send resumes to:

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